

MEMORANDUM OF UNDERSTANDING

The following terms were agreed upon by the negotiation committee for the Borough of Ho-Ho-Kus ("Ho-Ho-Kus") and PBA Local 353 ("PBA") on 9/16/22, and approved by Ho-Ho-Kus on such date, and by ratification vote of the PBA on such date:

1. **Term** - The preamble shall reflect a contract term commencing on January 1, 2022 and ending on December 31, 2026.
2. **Compensation** – Schedules "A-1" "A-2" and "A-3" to Article II shall be modified to reflect an adjustment to the "Top Step" only for officers employed by Ho-Ho-Kus as follows:

2022	\$138,308
2023	\$144,364
2024	\$147,251
2025	\$153,485
2026	\$156,565

A new Schedule "A4" shall be added to Article II (14 Steps) which shall apply to all officers employed by Ho-Ho-Kus on or after January 1, 2022.

3. **Health Insurance** – All new hires shall be provided health insurance under the Blue Cross Blue Shield Gold Plan, or a substantially similar plan, with a co-pay of at least \$20.
4. **Dental Insurance** – All members of the Ho-Ho-Kus police Department shall be provided dental insurance under the State dental plan effective January 1, 2023.

5. Personal Day Overtime Reduction – Effective January 1, 2022, all members of the Ho-Ho-Kus police Department shall be provided two personal days, only one of which may create overtime for the Borough.

BOROUGH OF HO-HO-KUS

PBA LOCAL 353

By: 

By: 